

**A STUDY ON TRAINING AND DEVELOPMENT AND IT'S IMPACT ON
EMPLOYEES IN THE ORGANIZATION WITH REFERENCE TO BIG BASKET**

Submitted By

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4AL19MBA18

Submitted To



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM

In partial fulfilment of the requirements for the award of the degree of

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

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JULY 2021

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TO WHOM SO EVER IT MAY CONCERN

This is to certify that GELINTA THERES With the USN NO. 4AL19MBA18 studying 2nd year MBA in Alva's Institute of Engineering and Technology, Moodbidri, has successfully completed the project work "**Study on TRAINING & DEVELOPMENT AND IT'S IMPACT ON EMPLOYEES IN THE ORGANIZATION**" from 22/02/2021 to 03/04/2021 at Innovative retail concepts PVT LTD (Big Basket) under the guidance of Mr. SRIKANTH HR Executive.

We found her sincere in her efforts to study and learn various aspects related to her project work.

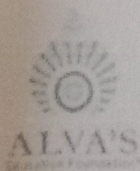
We wish her success in her future endeavors.

A handwritten signature in black ink, appearing to be 'S. Srikanth', written over the printed name.

Authorized signature.

HR Regional Manager.





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22 July 2021

CERTIFICATE

This is to certify that **GELINTA THERES** bearing USN **4AL19MBA18**, is a bonafide student of PG Department of Business Administration of Alva's Institute of Engineering and Technology, Mijar, affiliated to Visvesvaraya Technological University, Belagavi. The project report titled "**A STUDY ON TRAINING AND DEVELOPMENT AND IT'S IMPACT ON EMPLOYEES IN THE ORGANIZATION WITH REFERENCE TO BIGBASKET,BANGALORE**" is prepared by her under the guidance of Mr. Neeraj S Rai, Assistant Professor, PG Department of Business Administration in partial fulfillment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi, Karnataka.

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Date:

Signature of Internal Examiner
Name & affiliation

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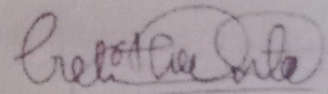
DECLARATION

I, GELINTA THERES, hereby declare that the Project report entitled "A STUDY ON TRAINING AND DEVELOPMENT AND IT'S IMPACT ON EMPLOYEES IN THE ORGANIZATION WITH REFERENCE TO BIGBASKET BANGALORE" prepared by me under the guidance of **Mr. Neeraj S Rai**, Assistant professor, PG Department of Business Administration, Alva's Institute of Engineering and Technology and external assistance by **Mr. Srikanth**, HR Executive, Big Basket. I also declare that this Project work is towards the partial fulfilment of the university

Regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum. I have undergone a summer project for a period of Six weeks. I further declare that this Project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University / Institution.

Place: *Mijar*

Date: *22-7-2021*



Signature of the Student

AKNOWLEDGEMENT

It is a matter of great pleasure for me in submitting the project report on Training and Development and its impact on employees in the organization. For the fulfilment of the requirement of my course from VTU University. I am thankful to and owe a deep dept gratitude to all those who helped me in preparing my report. Words seem to be insufficient to express my sincere thanks to Mr. Neeraj S Rai assistant professor for his proper and precious guidance, constructive criticism, untiring efforts and giant encouragement during the entire course of the study due to which my efforts had been rewarded.

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I express my sincere thanks to whole Big Basket for giving me all the facilities during my project and helping me during my whole project period. I want to thank all who have supported me and gave their timely guidance during my project.

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Date: 22/07/2021

Place: Mijar

Gelinta Theres

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EXECUTIVE SUMMARY

Training has gotten one of the fundamental capacities in many associations, as preparing prompts unrivalled execution in a similar field and is a significant piece of human asset division as it altogether affects the accomplishment of an association through improving worker execution just as, hierarchical execution. It is urgent for firms to utilize fitting preparing plan and conveyance style to upgrade worker execution. To accomplish viable preparing results, associations ought to distinguish a preparation plan that is as per the requirements of its workers. The study topic is "A study on Training and development and its impact on employees in the organization"

Powerful preparing programs assist an association with expanding worker yield and upgrade genuine execution. Workers with successful preparing will have better freedoms to gain all the newer information and abilities, just as skill. Subsequently, they will be abler to perform assignments adequately and with better quality. What preparing does is to address a real issue which happened during execution of an errand. Preparing and improvement are utilized to build representative execution and usefulness. The primary point of this investigation is to examine a few preparing techniques which can be utilized to expand representative execution, a correlation between different strategies is given which prompts a few proposals to upgrade worker execution just as work on their abilities and information to add to improving hierarchical execution.

This report is partitioned into five sections. The primary section of this examination manages presentation that presents the business profile and friends profile, to comprehend the association on which the investigation is continued. The second section of the examination manages hypothetical idea and writing survey on worker commitment and representative maintenance. The third part manages research plan concerning the examination. The fourth part of the investigation is about examination and translation. The fifth section of the investigation is about the discoveries, end and ideas of the information.